

GENDER & DEVELOPMENT



TOPICS

1. REVIEW ON BASIC GAD CONCEPTS

2. UPDATES – RGADC Region 3

3. GENDER ANALYSIS

4. GAD MAINSTREAMING & GMEF

5. TOOLS USED IN GAD

- *Harmonized Gender & Development Guidelines*
- *Project Implementation Monitoring & Evaluation*

6. GAD PLAN & BUDGET (GPB)

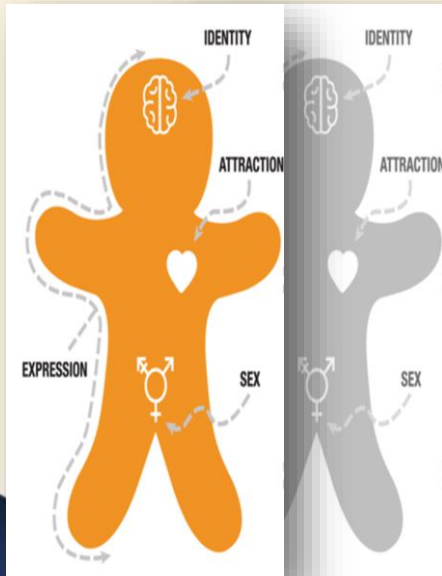
7. GAD ANNUAL REPORT (AR)

BASIC GAD CONCEPTS



Review on GAD Concepts

Differences between Sex and Gender



SEX	GENDER
is the genetic & physical identity of a person	Social relations between men & women
Uses term like male & female	Socially & culturally learned behavior
Sex characteristics are universal, constant regardless of time & place	Uses term like masculine & feminine
	Gender characteristics are not universal. It may differ from society to society. Time & Place bound.

SEX is what we are born with

GENDER is what happens
afterwards...

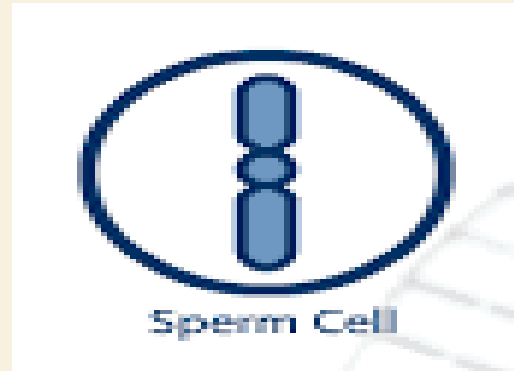


Sex Roles Defined

□ roles that men and women enact resulting from their sex



*only women can
give birth and
breastfeed children



*only men **can produce**
sperm

Gender Role Defined



Product of society's culture



Taught and reinforced by society's structures and social institutions



Activities or tasks perceived as masculine or feminine

GENDER ROLES

MALE

FEMALE

**Productive
Role**

**Reproductive
Role**

Community Role

GENDER roles do change.. !

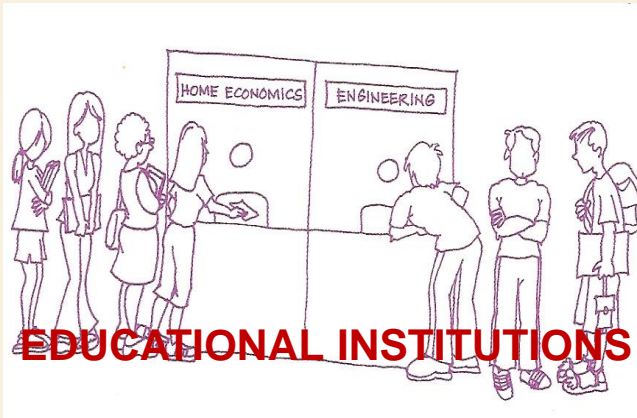
How is this system/process perpetuated?

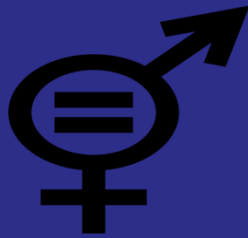


Through the process of Socialization



Social Institutions

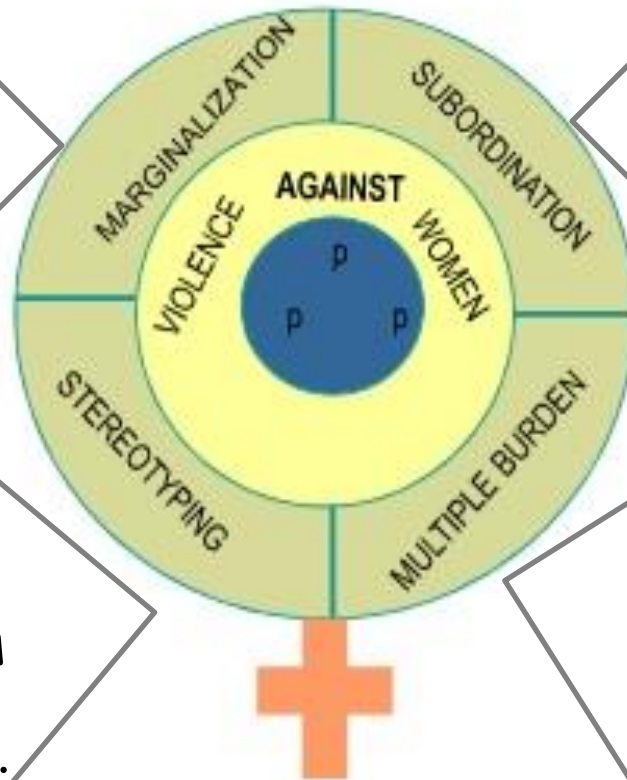




Manifestations of Gender Bias

Women's participation in development is limited to traditional programs and projects

Subordination, or the secondary status of women in society.



The tendency to assign fixed, unquestioned and unexamined beliefs and perceptions about women and men.

The condition in which women perform several tasks and responsibilities despite their limited time and energy.

VAW is deemed to be closely linked with the unequal power relationship between women and men

What are Gender Issues?



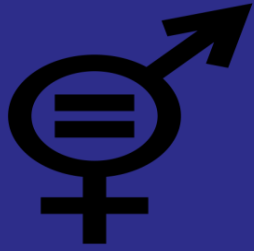
Issues and problems, inequalities, gaps and differences between women and men arising from their distinct roles and relationships



Deterrents to development



Often overlooked in the development process



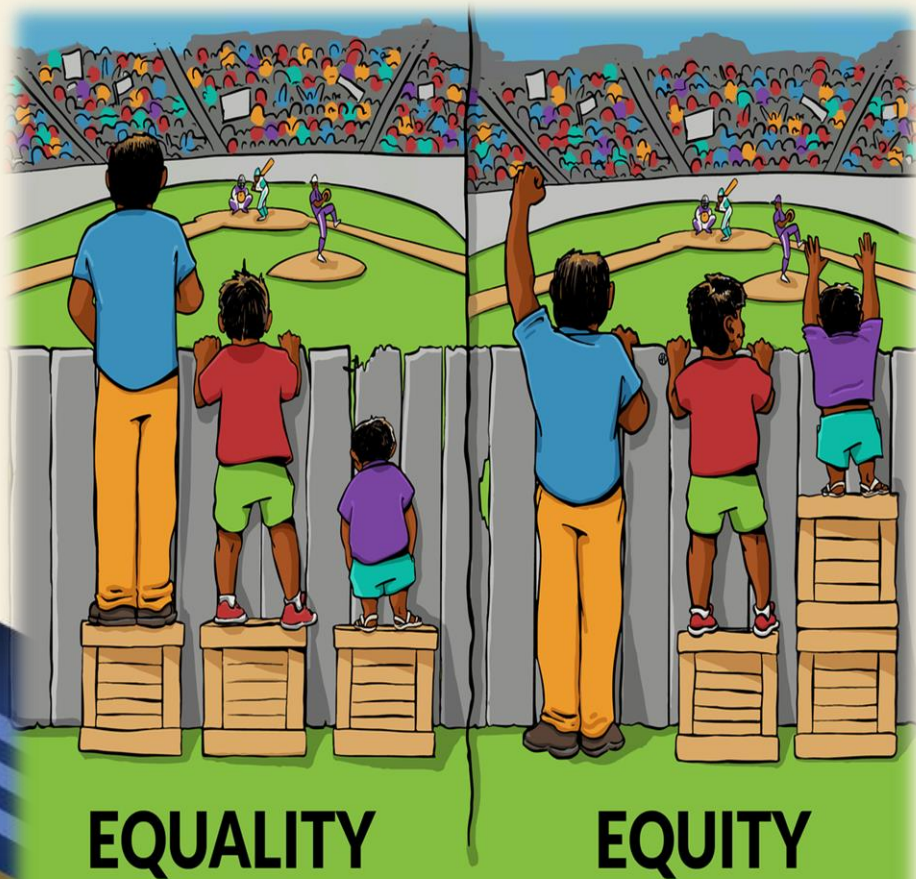
The GAD Approach

WHY GAD??

*GAD is about being faithful to the principle
that.....*

Development is for all!



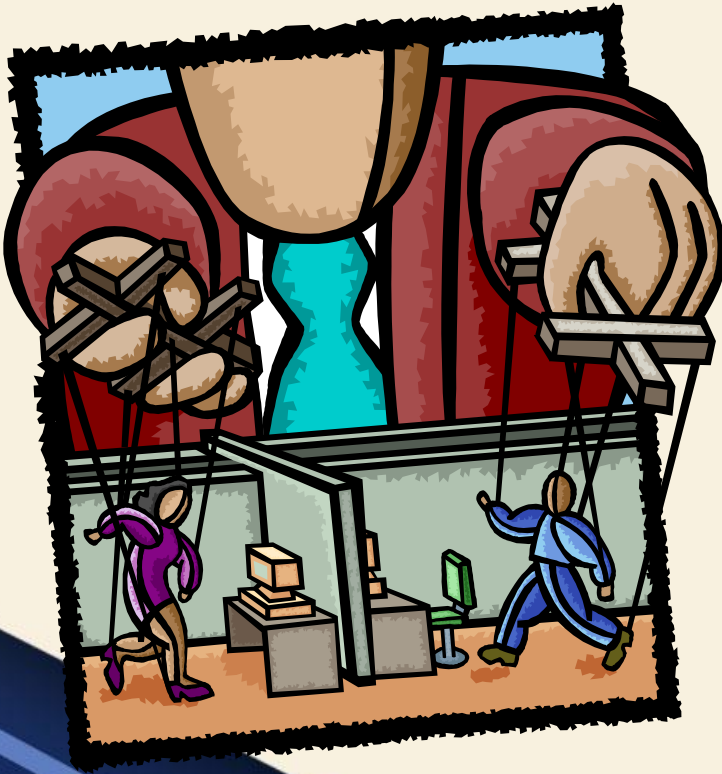


Fairness and **equity** demands that everyone in society, whether male or female, has the right to the same opportunities to achieve a full and satisfying life.

Civil Service Resolution No. 89-463 and DENR
Memorandum Circular No. 2008-11 dated August 26,
2018 re:

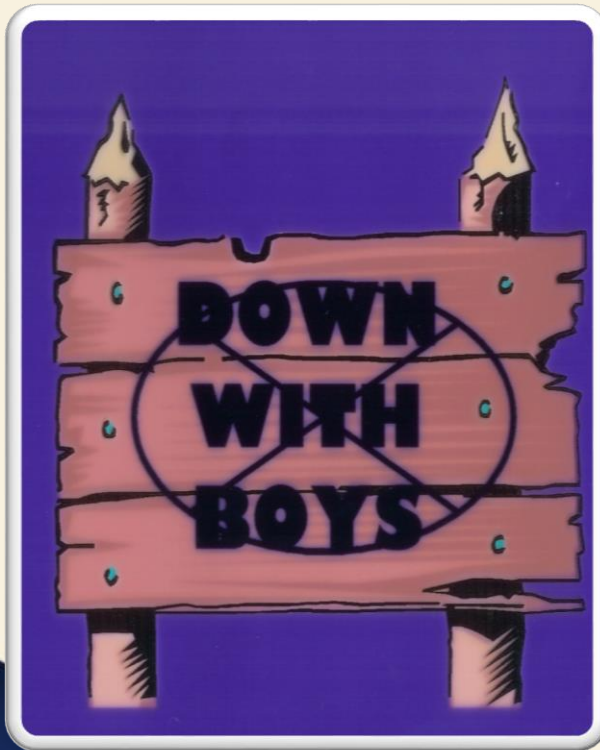
***EQUAL EMPLOYMENT OPPORTUNITY PRINCIPLE
(EEOP)***

GAD is....

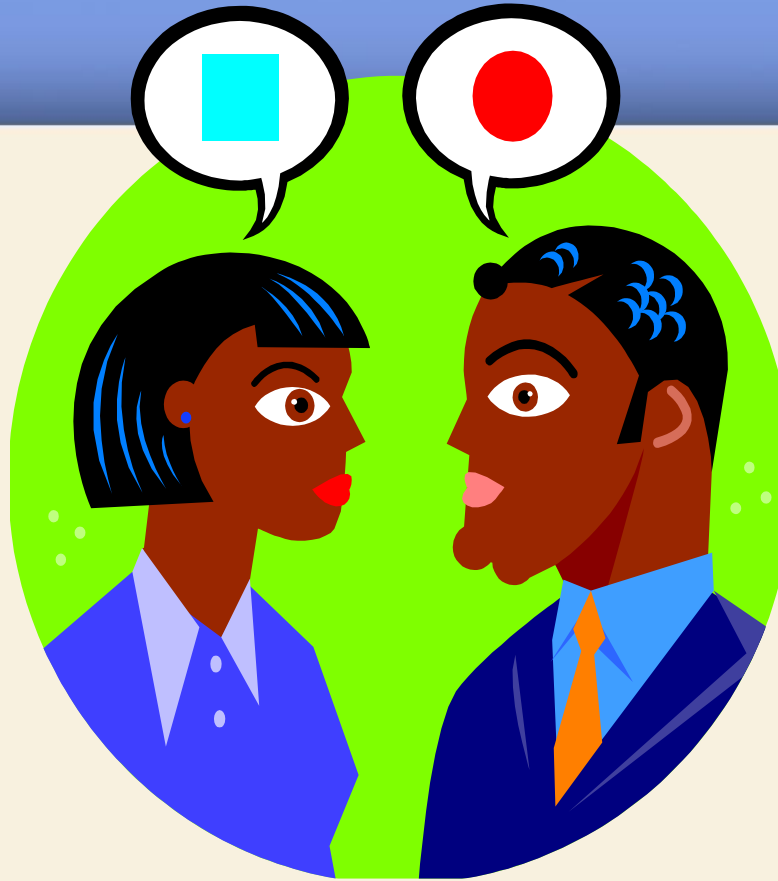


... “not war
of the
sexes”

GAD is....



NOT
ANTI-MALE



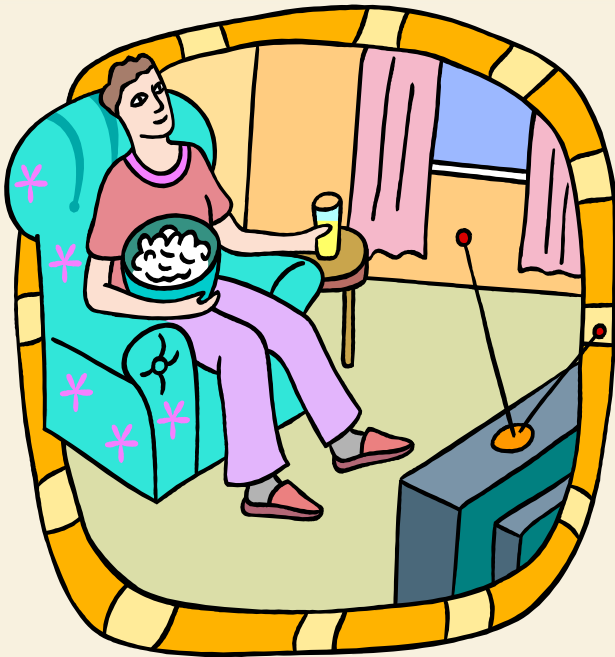
GAD IS NOT PITTING WOMEN AGAINST MEN



**Both women
and men are
victims of
stereotyping..**



GAD is not role reversal but understanding relationships



...because gender issues affect women and men differently.

The GAD approach seeks not only to integrate women into development, but to look for the potential in development initiatives to
**TRANSFORM UNEQUAL GENDER RELATIONS
and EMPOWER WOMEN.**

GAD MAINSTREAMING



GAD MAINSTREAMING

Inclusion of a **gender perspective** in the design and implementation of plans and programs to carry out organizational mandates



GAD MAINSTREAMING

A strategy to ensure the recognition of *gender issues*

A strategy to ensure that **gender equality** is considered in the “mainstream”



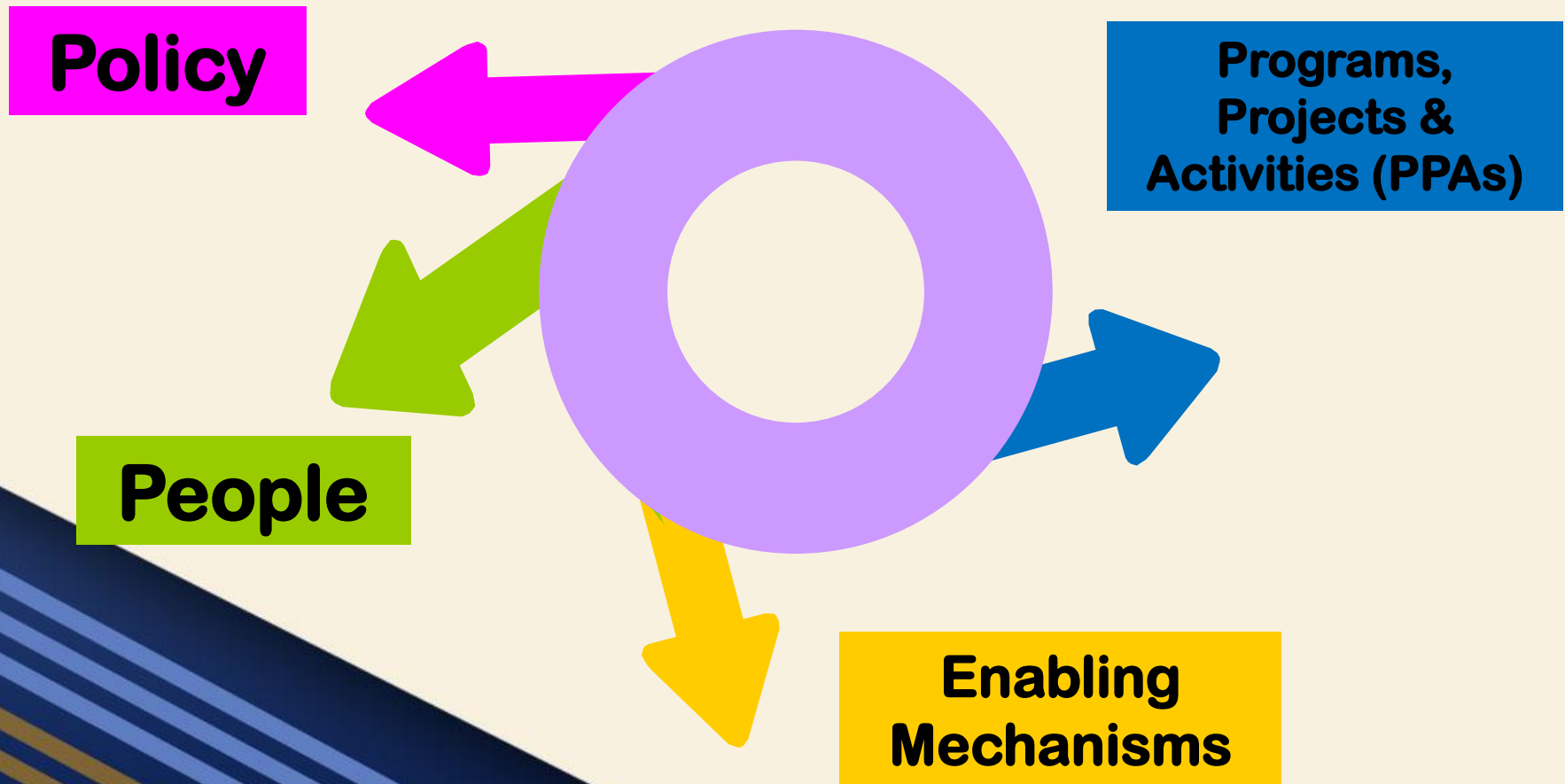
GAD MAINSTREAMING

Allocating adequate resources for the conduct of gender-responsive activities in the regular organization programs.



HOW TO DO GAD MAINSTREAMING

GAD MAINSTREAMING ENTRY POINTS :



GAD MAINSTREAMING

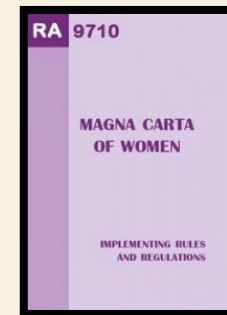
Gender mainstreaming requires interventions in various levels of the development planning cycle- from planning, programming and budgeting, implementation to monitoring and evaluation.

It means that GAD is integrated in ALL levels of the development planning cycle.

GAD MAINSTREAMING

POLICY IMPERATIVES ON GAD MAINSTREAMING

- **UN-CEDAW** – promotes equality in all fields; affirmative action for women; and protection of women from violence. GOAL = GEWE
- **Beijing Platform for Action (BPFA)** – calls for actions on 12 areas of concern affecting women and girl-children; and
- **R.A. 9710- MAGNA CARTA FOR WOMEN** – adoption of Gender Mainstreaming in the programs/projects of all government agencies to promote and fulfill women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.



GAD MAINSTREAMING

Gender Mainstreaming Essential Elements:

- **GAD Focal Point System**
- **GAD Planning and Budgeting**
- **Sex-Disaggregated Database**
- **Conduct of Gender Audit**



GAD MAINSTREAMING

Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)

May 27, 2016



Office of the President
PHILIPPINE COMMISSION ON WOMEN
Malacañang, Manila

MEMORANDUM CIRCULAR NO. 2016-03

TO: Heads of Executive Departments, Attached Agencies, Bureaus, Offices, State Universities and Colleges (SUCs), Government Owned and/or Controlled Corporations (GOCCs), Legislative and Judiciary Branches, Constitutional Bodies, and All Others Concerned

SUBJECT: Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)

DATE: 27 May 2016

GAD MAINSTREAMING LEVEL

GMEF is a tool in assessing the progress of gender mainstreaming efforts.



GAD MAINSTREAMING LEVEL

The enhanced GMEF descriptor matrix consists of **93 descriptors** in total representing the four GMEF Entry Points:

GMEF Entry Points	Number of Descriptors
Policy	13
People	27
Enabling Mechanisms	23
PAPs	30

GAD MAINSTREAMING LEVEL

LEVEL 1 Foundation Formation	LEVEL 2 Installation of Strategic Mechanisms	LEVEL 3 GAD Application	LEVEL 4 Commitment Enhancement and Institutionalization	LEVEL 5 Replication and Innovation
<p>1.1 Policies articulating support to GAD Mandates and establishing four essential elements of GAD Planning and Budgeting issued</p> <p>1.2 Existing policies reviewed for consistency with emerging GAD issues and issuances accordingly</p> <p>1.3 Broad statements of intentions or aspirations reflecting the organization's support for GAD related activities issued</p>	<p>2.1 Policies reflecting the organization's interest for gender mainstreaming issued</p> <p>2.2 Policies addressing the gender needs of the clients (internal and external) of the organization issued</p> <p>2.3 Policies issued by the organization use gender-fair language and images</p>	<p>3.1 GAD agenda/Strategic Framework on GAD adopted by the organization</p> <p>3.2 Organizational and sectoral plans integrated with GAD perspective</p> <p>3.3 Sector specific GAD policies formulated by the organization</p>	<p>4.1. GAD policies of the organization resulted in bridging gender gaps clients (internal and external)</p> <p>4.2. Policies continually developed and/or enhanced based on the results of gender analysis</p> <p>4.3 Vision, mission and goals of the organization integrated with GAD perspective</p>	<p>5.1 Gender responsive policies replicated by other organizations as models or standard</p>

GMEF Score Guide per Entry and Over-all Level		
Level Per Entry Point	RANGES	LEVEL DESCRIPTION
	1-7.99 points	1: Foundation Formation
	8-14 .99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation
Over-all Level	RANGES	LEVEL DESCRIPTION
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
	96-100 points	5: Replication and Innovation

AGENCY	2014 BASELINE	2015 RATING	2016 RATING	2017 RATING
1. Commission on Audit (COA)	Level 3	Level 3	Level 4	Level 4
2. Commission on Higher Education (CHED)	Level 3	Level 3	Level 3	Level 3
3. Commission on Human Rights (CHR)	Level 3	Level 3	Level 3	Level 3
4. Commission on Population (PopCom)	Level 3	Level 3	Level 3	Level 4
5. Department of Agriculture (DA)	Level 2	Level 2	Level 3	Level 3
6. Civil Service Commission (CSC)	Level 3	Level 3	Level 3	Level 4
7. Department of Education (DepEd)	Level 1	Level 1	Level 2	Level 2
8. Department of Environment and Natural Resources (DENR)	Level 3	Level 3	Level 3	No data
9. Department of Health (DOH)	Level 3	Level 3	Level 3	Level 3
10. Department of Justice (DOJ)	Level 2	Level 2	Level 2	Level 2
11. Department of Labor and Employment (DOLE)	Level 3	Level 3	Level 3	No data
12. Department of Science and Technology (DOST)	Level 2	Level 2	Level 3	Level 3



UPDATES ON RGADC-R3

Regional Gender & Development Council, Region 3

15TH RDC III Resolution No. 03-48-2017

“Approving the Creation and Institutionalization of the Regional Gender and Development Committee (RGADC) under the 15th Regional Development Council (RDC) III”

RGADC COMPOSITION

Officers: Chairperson – CHED RO3
 Vice Chairperson – NEDA RO3

Members: Chairperson/Representative of Sectoral
 Committees of RDC 3

PCW

Government Agencies

State Universities

Private Sector

Duties and Responsibilities of RGADC

1. Initiate, coordinate and monitor gender mainstreaming initiatives at the sectoral and regional level;
2. Lead the integration of gender perspective in regional development plans, investment programs and policies;
3. Promote the participation of women, women's groups and other sectoral groups in the preparation, implementation and monitoring of regional and local development plans, programs and projects;
4. Create sub-committees or technical working groups (TWGs) that will review and handle GAD-related concerns;
5. Recommend policies or actions that may be adopted by the RDC to facilitate gender mainstreaming and promote women's empowerment and gender equality in the region;
6. Coordinate and lead the preparation and submission of the GAD plan and budget (GPB) and GAD accomplishment report (GAD AR) of the RDC;

RGADC – R3

- 7. Facilitate and coordinate with national government agencies (PCW, SUCs, and training institutions) for the conduct of region-wide capacity development programs on GAD;**
- 8. Promote and coordinate the generation and use of sex-disaggregated data and gender statistics to come up with gender-responsive evidence-based regional/local development plans and programs;**
- 9. Assist in the monitoring and collection of data on GAD indicators at the regional level;**
- 10. Provide venues for discussing regional gender issues and concerns, and recognizing and sharing good practices on gender mainstreaming;**
- 11. Strengthen institutional linkages with regional GAD mechanisms in pursuing GAD efforts at the regional and local levels;**
- 12. Coordinate with and assist national oversight agencies (PCW, NEDA and DILG) in localizing the implementation of national laws, policies and programs on GAD; and**
- 13. Prepare and submit reports on the status of implementation of the MCW and other GAD initiatives in the region.**

RGADC – R3

- ❑ **QUARTELY MEETING – Aug. 28, 2018**
- ❑ **Leveling Session on Basic GAD Concepts, Gender Analysis, GAD Tools, GAD Planning & Budgeting for RGADC-R3 (Aug. 28-30, 2018 at SACOP)**

GENDER ANALYSIS



GENDER ANALYSIS

Process of asking or investigating key questions at the beginning of a planning process that will help in:

- **identifying** gaps or **differences** between women and men, girls and boys;
- **Understanding** why these **gaps exist and persist**;
- **Determining** whether the gaps are **potential impediment** to achieving **results**; and
- **Choosing** what actions to take **to reduce** the gap or address the **issue**.

GENDER ANALYSIS

It **explores** the highlight and **relationships** of women and men in society, by asking :

- ✓ Who DOES what;
- ✓ Who HAS what;
- ✓ What are the available resources;
- ✓ HOW decisions are made;



GENDER ANALYSIS

Why Gender Analysis?

- To understand the social and economic conditions, gender gaps and inequalities affecting women and men;
- To examine how gender relations affect the achievement of sustainable results;
- Provide methods how to use collect, analyze and use sex-disaggregated data or gender statistics; and
- To analyze how development results affect status of women and men.

GENDER ANALYSIS

EXAMPLE :

- If men's/women's access rate is low/high, why? **What are the reasons?**
 - Source of information?
 - Educational level?
 - Economic capabilities?
 - Family Size?
 - Gender Roles and expectations?
- What are the factors that hinder them from accessing the Program?
- What would make them access the Program?



GAD PLANNING & BUDGETING



GAD PLANNING & BUDGETING FRAMEWORK

Purpose of GPB

- ☐ To properly address gender issues through policies, PPAs, enabling mechanisms
- ☐ For equal access, participation and control over resources

Agency GAD Plan with a GAD budget of at least 5% of the total GAA

GENDER Analysis Using GMEF

Issues

Organization-Focused

Client-Focused

GAD PLANNING & BUDGETING

GAD PLAN

A systematically designed set of programs, projects, and activities (PPAs)

- with clear objectives
- addresses gender issues and concerns of agencies (organization-focused) and their constituents (client-focused)
- with appropriate strategies, activities, and monitoring and evaluation indicators

GAD Plan is a blueprint of how agencies could make themselves gender-responsive.

GAD PLANNING & BUDGETING

Legal Basis for GAD Budget Policy

1. EO 273 -Approving and Adopting the Philippine Plan for Gender-responsive Development, 1995-2025
2. General Appropriations Act (at least 5%)
3. PCW-NEDA-DBM Joint Circular No. 2012-01 - Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to implement the MCW
4. PCW-DILG-DBM-NEDA JMC 2013-01: *Guidelines on the localization of the Magna Carta of Women*

Note: SUBMISSION of GPB & AR – January 30th

GAD PLANNING & BUDGETING

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 20____

Agency/Bureau/Office: _____					Department (Central Agency): _____			
Total GAA of Agency: _____								
Gender Issue and/or GAD Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objectives (3)	Relevant Agency PREC/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Targets (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit (9)
Client Focused Activities								
Organization Focused Activities								
Attributed Programs								
TOTAL							XXX	
Prepared by: Chairperson, GAD FP System			Approved by: Head of Agency			Date: Day/Month/year		

GAD PLANNING & BUDGETING

COLUMN 1: Gender Issue and/or GAD Mandate

Priority gender issues identified through the agency's review of its flagship or regular programs, analysis of sex-disaggregated data that surface the unequal situation of women and men.

COLUMN 2: Cause of the Gender Issue

It is important to establish the cause(s) of the gender issue to ensure that the program or activity will directly address the issue leading to its gradual or complete elimination.

GAD PLANNING & BUDGETING

COLUMN 3: GAD Result Statement or GAD Objective

Clarifies and spells out the result/outcome that the agency intends to achieve. The objective must be specific, measurable, attainable, realistic, and time-bound.

COLUMN 4: Relevant Agency MFO/PAP

Major final output of the agency that can be integrated with gender perspective to respond to the gender issues and/or implement the specific GAD mandate

GAD PLANNING & BUDGETING

COLUMN 5: GAD Activity

Can either be client or organization focused and should be stated as clearly and specifically as possible to facilitate budgeting.

**Agencies shall give priority to client-focused GAD activities.*

COLUMN 6: Output Performance Indicators and Targets

Quantitative or qualitative means to measure achievement of the results of the proposed activity and how they contribute to the realization of the GAD objective.

GAD PLANNING & BUDGETING

COLUMN 7: GAD Budget

Cost of implementing the GAD Plan. Should be estimated by object of expenditure. May be drawn from the agency's MOOE, CO, and/or PS based on the agency's approved GAA.

COLUMN 8: Source of the GAD Budget

Can be GAA, PDAF, Official Dev't Assistance, Corporate Operating Budget

COLUMN 9: Responsible Unit/Office

Specific unit or office tasked to implement a particular GAD activity. Shall have direct knowledge or involvement in GAD PAPs and shall periodically report their progress to the GFPS.

GAD PLANNING & BUDGETING

IMPORTANT:

- Prioritize client-focused gender issues
- GAD-related economic and health issues are NOT allowed as gender issues, UNLESS these are within the sector and mandate of the proposing agency
- If needed, include long-term objective that may require several planning periods until its achievement
- GAD activities must be related to the agency mandates

GAD PLANNING & BUDGETING

IMPORTANT:

In cases of attributing mainstream PAPs to the GAD budget, use the Harmonized GAD Guidelines

GAD budget cannot be allowed for:

- ☐ Livelihood training
- ☐ CSR activities
- ☐ Health-related (vaccination, mammography, health cards, fitness equipment)
- ☐ Travel and scholarships

GAD PLANNING & BUDGETING

IMPORTANT:

GAD Plan and Budget for the following year must be accompanied by the GAD Accomplishment Report of the preceding year with proofs/MOVs.



DENR R3 2018 GAD BUDGET

OFFICE	BUDGET (000)
Region	300
Pampanga	100
Bulacan	100
Bataan	100
Tarlac	100
Zambales	100
Aurora	100
Nueva Ecija	100

Note : Mainstreamed 2018 Budget: *Php 39.624M* (PS/MOOE/CO)

THANK YOU !!!

*We Make Change Work
For Women!*